

## **Recognition and Motivation**

### **The 10-Minute Stand-up meeting as Recognition and Motivating an Inspired Workforce**

#### **What is a 10 Minute meeting?**

- An organizational tool that helps to ensure engagement and communications as a regular event to recognize, inspire and motivate

#### **What is the 10 Minute meeting designed to do?**

- **Celebrate** the previous day's results – a consistent mini GMAP of the most important numbers
- What you plan to accomplish in the next 24 hours – relationship to the Strategic and Business plans
- Ask questions and **celebrate** answers
  - Shovel while the piles are small
  - Help control the rumor mill
  - Everybody hears the same thing at the same time
- This is important, we **celebrate success stories**, **recognize individual** or **group performance**, and say **thank you...everyday**

#### **How do you start the process to hold 10 minute meeting?**

- Need executive sponsorship. It is a cultural change – natural resistance to change
- Agree upon the initial format for the mini GMAP as the process will continue to evolve
- Start small with one division or one unit then grow the process by invitation
- A different person leads the group everyday-pass the leadership baton

#### **What are the rules?**

- Don't discuss personnel matters of an individual or private nature
- We don't address issues that are a matter for either Labor Management communications meetings or collective bargaining
- Other than these there are no specific rules.

#### **Does this really work?**

- Decreased rumor activity
- Employees begin recognizing and inspiring each other
- Folks start measuring their own success
- Participation and less fear of asking questions
- The organization starts to run a little smoother, i.e. communication